

deterrent to elderly people, invalids, and the mothers of young children, and as long as these groups are excluded the service cannot be a complete one.

Then, too, the stock is not large enough. The present stock of about 6,000 books (including the special loan from the National Library Service) is as much as the premises will hold, but it has a long way to go to catch up to the recommendation of 2-1.5 per head of population, made in this journal in March 1951.

But by far the most serious drawback is the lack of adequate finance. In the meantime, the library is leaning very heavily on special assistance given by the National Library Service. Help from this quarter has been given generously and appreciated fully, but sooner or later the Upper Hutt Public Library will have to play its full part. Unless a larger grant is made, it is difficult to know when this healthy, but unsteady, infant will be able to take its own way. However, the obvious popularity of the library will probably induce the Council to view its future needs with a kindly eye.

In many respects those people who have helped to establish this library have found it a most rewarding activity—more so probably than if they had had to change an antiquated subscription library into a modern free one, as is the lot of other centres. Upper Hutt started completely from scratch—no old stock to be ruthlessly sorted out, and no tradition of apathy towards the library to be overcome; only apathy towards the idea of a library, which was quickly dispelled when people saw what was offered.

It may seem that I have dwelt too long on the domestic politics involved in this venture, but I can assure readers that I have described only a small part of the intense, and sometimes acrimonious, activity of deputations, meetings, reports, argument and persuasion which finally got the Council and the people of Upper Hutt to move. We realize only too well that we are the last of the few, that other boroughs do not need to learn from our example. But if people in those other towns where long established libraries are taken very much for granted could realize what efforts one community had to make, they might have a better appreciation of the more extensive facilities they enjoy.

People who have lived in Upper Hutt all their lives have had to wait for many years for this service. By them, and by others of us who were involved in this struggle, our new public library is fondly regarded as one of the minor miracles.

LIBRARY SCHOOL: WHERE THE GRADUATES GO

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IN an article on the Library School which appeared in the July 1950 number of *New Zealand Libraries* I included a table showing the then disposition of the School's graduates among the different types of library.

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The Editor has suggested that I might like to bring this two year old table up to date, and to see what trends in these intervening two years are revealed.

The new tabulation below has five columns, of which the first three relate to graduates of the first four classes (1946-49) which were covered in the original table: (1) shows their first place of employment; (2) where they were in 1950; and (3) where they are now. Column 4 shows the present employment of classes 5 and 6 (1950-51), and column 5 shows the present disposition of the total 132 graduates of the first six classes of the school. I have made the tables as up to date as I can, but there may be one or two recent moves I am not yet aware of.

	1 <i>Classes</i> started	2 1-4, 1946-49 1950	3 1952	4 <i>Classes</i> 5-6 1952	5 <i>All</i> <i>Graduates</i> 1952
NLS—Adult	36	24	18	6	24
NLS—Schools	18	14	11	7	18
Public libraries	18	19	22	11	33
University libraries	12	11	6	2	8
Govt. Dept. libraries	5	7	7	1	8
Other libraries	10	9	8	3	11
Overseas libraries	—	—	3	—	3
Left library work	1	16	25	2	27
	100	100	100	32	132

The most obvious thing in the table is that the proportion who have entered public libraries from classes 5 and 6 is higher than the proportion from classes 1 to 4. In 1950, 19 of the 100 graduates to that date were in public libraries, or less than one-fifth; of classes 5 and 6, a shade over one-third are now in public libraries. The number of graduates of classes 1 to 4 in public libraries has risen by three since 1950; and the total now in public libraries is one-quarter of the whole number of graduates to date, or, of those still in library work, very nearly one-third.

It is interesting to note that 21 of the 33 graduates in public libraries are in five libraries: Canterbury has 6 (compared with one a little over a year ago!); Wellington, Dunedin, and Lower Hutt four each; and Auckland three. The remaining twelve are all in different libraries, ranging in size from Wanganui to Lyttelton and Taumarunui. Of the 19 graduates in public libraries in 1950, 12 were in the five largest libraries; so that in the two years they have gained nine, compared with the smaller libraries' gain of five over their seven in 1950. The proportion here has therefore remained much the same. Of the total of 33, ten were in public libraries before they came to the School (all but one attending the first four classes); of the ten, six are still in the libraries they came from, and seven are in the libraries of the four main centres.

The remaining categories may be roughly divided into three: NLS (both Adult and Schools), Special Libraries (university, government department, and other), and Left Library Work, excepting from the last group the three graduates who have gone to library positions overseas. Of this last group, which now numbers 27, 19 are women who have married (four of the others are men). It would be interesting to compare

this figure with that, for instance, of a six-year succession of classes at a Training College, not forgetting that the Training College student is younger on leaving College than most School graduates. I do not think that the rate of 'wastage' would be found to be unduly high. The proportion of men students was highest in the first three years: in classes 1 to 3, 31 out of 79 students were men; in classes 4 to 6, ten only out of 53. I have no precise data to work on, but it would be my distinct impression that there would be a considerably higher proportion of older students in the first two or three classes also.

In the NLS there are now employed 42 graduates, and in special libraries 27. The size of the latter group does not appear to have changed significantly since 1950, although we may note in passing that, whereas twelve of the first four classes started in university libraries, and eleven were employed in them in 1950, the total is now only eight all told of the first six classes. The 'other' libraries range from General Assembly and Turnbull to a school library.

The figures of graduates in the NLS show that, whereas 54, or more than half, of the 100 graduates of the first four classes started out there, 38 only were employed there in 1950, and 29 in 1952. Thirteen of the 1950-51 classes are now in the NLS, compared with 15 who started there. Seven have gone from the NLS into public libraries, while no fewer than 15 of the 19 who have left library work for marital reasons came from the NLS. Of the total of 24 in NLS Adult (for want of a better name), nine are on the establishments at Christchurch and Palmerston North. The 18 graduates in the Schools Library Service are dispersed in at least seven centres.

The relative position as between NLS and the public libraries is best shown by the following:

In 1950, of 100 graduates, 38 were in NLS.

In 1952, of 132 graduates, 42 were in NLS (a gain of four, all SLS).

In 1950, of 100 graduates, 19 were in public libraries.

In 1952, of 132 graduates, 33 were in public libraries (a gain of 14).

In general, it would seem that the two primary factors in the increase in the number of graduates working in public libraries have been improvement in salaries and a greater number of suitable vacant positions. One section of my original article was headed 'Graduates go where the jobs are'; I also said, 'for decently-paid public library positions advertised in the past two years, there has been no lack of applicants among graduates of the School,' the emphasis being on 'decently-paid'. Such positions have been more numerous in the past two years. I have shown how the total in university libraries has decreased, and, apart from the fact that two of our exports have come from this group, the salaries offered by university libraries in 1947-49 tended to be better than relative public library salaries at the time, whereas this does not seem to hold good now. Canterbury University College salaries recently advertised were not relatively higher than those offered by Canterbury Public Library earlier this year. There has been an increase both of salaries and of vacancies (or new positions) in public libraries in the last two years.

As I have said, 21 of the 33 public library employees are in the five largest libraries; and there is obviously a limit to the number these can take at the present time. Twelve other libraries have one graduate apiece, but some of these can be expected ultimately to have two or possibly

three, while there is a good number of smaller libraries which will ultimately require a graduate of the School. There is, however, a limit to what can be achieved by local authority finance, unaided, and it must be admitted that, with a few very obvious exceptions, many libraries are headed by comparatively young persons, who may be there for years to come. (One should not, of course, overlook unexpected vacancies, such as the two which occurred together at the end of last year). The potential recruit surveying the possibilities will note this, and the likelihood that Government retrenchment may well continue during at least the next year or two, while the NLS would not in any case be expanding at quite the same rate as in the immediate post-war years; senior jobs there, too, tend to be filled by young men. The universities and other special libraries will probably find need for further graduates in the future, and there will always be the normal need for replacement, particularly after a few years have elapsed. The Medical School turns out close on 100 graduates a year, or between five and ten per cent of the total number of doctors in the country.

There is, however, still with us the problem of how to attract suitable recruits to come to the School who would wish to work in public libraries, when in all fairness one must warn them that opportunities may be few and far between. This suggests that, failing the establishment of a regional service, it might well be opportune to re-examine the possibilities of paying subsidies to local authorities employing trained staff. Obviously, the larger cities can employ trained staff at adequate salaries up to a certain point; but if, for instance, a subsidy (the total amount of the salary concerned) were paid by the Central Government for each professionally trained person employed above the ratio of 1 to 20,000 of population (this figure being merely used by way of illustration), in centres above 20,000, and for all trained staff in centres below this population, some reasonable certainty of placing graduates would be achieved, and, trained staff being in my opinion as important as good book stock for genuine library service, the greatest single step towards the development of library service in New Zealand since the establishment of the Library School would have been taken.

REVIEW

SHELF TO BORROWER

Jesse, William H. Shelf work in libraries. Chicago, A.L.A., 1952. 68 p. \$1.25

THERE is no point in trying to improve upon the author's own statement of aims:

'... to cover the entire area of shelf work in all types of libraries and to include material both practical and theoretical which would be of interest and value to all librarians, school, public, college and university, or special.'

Nor is there any reason why his statement that:

'The objectives of shelf work like the over-all objectives of the library are to give adequate and efficient service to the library